

## MAIN CHALLENGES IN ENSURING THE QUALITY OF HIGHER EDUCATION IN THE TRAINING OF HIGHLY QUALIFIED SPECIALISTS

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**Annotation:** The article examines the key problems and challenges facing the higher education system in the context of the modern economy and labor market. Special attention is given to the need for training highly qualified specialists who possess both theoretical knowledge and practical skills that are in demand in the professional environment. The article highlights the insufficient alignment of the current educational system with the requirements of employers and innovative development, the shortage of qualified teaching staff, the weak material and technical base of universities, and the limited cooperation with the business sector. Specific measures are proposed to improve the personnel training system, including the reform of academic programs, the introduction of modern educational technologies, the strengthening of ties with international partners, and the enhancement of students' independent work under the guidance of instructors.

**Keywords:** higher education, personnel training, qualification, labor market, educational reforms, practical skills, innovation, teaching staff, business cooperation, academic programs.

In today's world, education has become one of the most important factors for the integration of new technologies into all spheres of human activity, for increasing competitiveness, and for improving the quality of life. The social responsibility of higher education largely lies in ensuring that every individual can acquire the professional and social skills necessary to remain in demand in a changing labor market, actively participate in a developing innovative economy, and thereby contribute to both their own well-being and the well-being of society as a whole. Given the growing role of higher education, many countries shape their development strategies for this sector in alignment with national strategic priorities, focusing on improving the quality and accessibility of higher education.

In the higher education system, serious attention is paid to training personnel that meet the requirements of the time. The system has been completely revised, defining not only other forms of training personnel, but also the goals and objectives of education. In many educational institutions, new conditions have been created taking into account world standards. In higher education, the requirements for training qualified specialists who possess a certain amount of knowledge and skills have changed. Previously, students studied theory and then gradually learned to apply the knowledge they had gained in practice. Now there is an increased need for personnel who are able to immediately practically apply the knowledge they have acquired, who understand and are able to analyze innovative opportunities in their chosen field, who quickly master innovations, and who freely use information technologies.

To find their place in the modern labor market, each university graduate must be a highly qualified specialist, not only knowing the secrets of their profession, but also able to competently solve business and production issues, make the right decisions in organizing work, and come up with new ideas.

In recent years, a lot of work has been done to develop the system of higher education, to increase its coverage of young people, and to provide them with professional guidance. Reforms and large-scale work in this direction are being implemented year after year. Despite this, there are problems in the higher education system that lead to the emergence of confusing issues that serve as an obstacle to the development of society and the country.

One of the most significant shortcomings of the current system of personnel training is the shortage of highly qualified teaching staff. The majority of the teaching staff of universities today no longer fully meet modern requirements in terms of qualifications; overload of teaching staff (classroom classes, work in several universities).

A serious problem is the discrepancy between the education system and the needs of the economy. According to a World Bank study, 35% of companies have difficulty finding qualified specialists with higher education. The deficit reaches almost 50% in industrial enterprises. The main reason for the difficulty, as reported by employers, is the "insufficient number of specialists" in the labor market.

Weak interaction between higher education and business. Low level of coverage by higher education, the quality of the obtained competencies and skills and the insufficient level of their compliance with the requirements of innovative development, weak relationship between employers, the real sector and business hinder the possibilities of implementing innovations and adapting new technologies.

It must be acknowledged that the system of interaction between employers and representatives of the education sector is still not effective enough. Despite the fact that young specialists are in demand on the labor market, most business leaders think that the knowledge they received at the university is not enough to immediately get started in work. A bachelor's degree, graduating from a university, is perceived by employers only as raw material, which still needs to be taught in order to become a full-fledged specialist. According to employers, it will take several years for a bachelor's degree to become a full-fledged specialist. In a sense, they are right. In addition to general and specialized knowledge, employers today expect young specialists to have professional skills. In this regard, some consumers of our personnel note the lack of practical knowledge of graduates.

Problems of introducing innovative methods into the educational process, ensuring the linkage of educational programs with production. In higher education, the lecture form of education prevails, problem-based and other active forms of education are poorly used, information computer technologies for education are not developed. The teaching staff of universities does not have sufficient qualifications in the selection and use of new educational technologies that ensure the achievement of established requirements for the quality of training of specialists.

Problems of formation and development in universities of an academic educational environment adequate to modern requirements for the quality of training specialists with higher education. In many universities, conditions for sustainable professional interaction between students and university teachers have not been created. Apart from lectures and other classroom classes, students have almost no opportunity for systematic business and creative contacts with teachers. The level of equipment of students' and faculty activities with modern information tools is low.

It is essential to emphasize the importance of reforming both the structure and methods of education. Approaches such as lectures, debates, reading and analyzing scientific literature, independent work, and others should be aimed at the students' self-improvement not only in

form but also in content. The foundations of pedagogy in European universities are based on conversations, usually between two or three students and their teacher, through which the individual skills and abilities of the children are revealed. This type of learning is based on the exchange of ideas, where everyone can express and defend their opinions, accept constructive criticism and listen to others, which is impossible to do among a large crowd and in lecture-type classes. We can observe this in the modern form of the national higher education system, where the method of teaching in extended groups of 20-30 people is still practiced. This circumstance is connected with the many shortcomings that exist in universities: a shortage of teachers, classrooms, classroom hours, and other things. Graduates of specialized universities, in particular those with a master's degree, do not have the teaching skills to organize classes and work with students, including in small groups.

In order to improve the quality assurance systems of higher education and the training of highly qualified specialists in universities, we recommend:

- strengthen the legislative and regulatory orientation of universities towards solving the problems of ensuring the quality of training specialists (including through new versions of university charters);
- implement the transition to the formation of a permanent mechanism for the development of state educational standards of higher education (at all levels of the organization of higher education management), including taking into account the requirements of the sphere and labor markets;
- provide for measures that encourage universities to reduce the classroom lecture load of teachers and students and to increase the time for students to work independently under the guidance of teachers;
- implement an experiment on the unified state examination, providing for the creation of multi-level assessment tools that take into account the entire range of basic requirements for the level of training of graduates of general education institutions and applicants to universities of various profiles;
- strengthen the relationships between universities and research institutes with foreign partners, increase participation in international internship programs for students and scientists, expand the programs of foundations and scholarships for students to study in foreign universities;
- it is necessary to revise the curricula in the main areas of study, with an emphasis on improving the practical skills of students as one of the important components of the educational process. The curricula should be based on the current requirements of modern employers, and modern pedagogical and information and communication technologies should be more widely introduced into the educational process. In order to train high-quality specialists, educational institutions must have a strong material and technical base - modern educational laboratory complexes, experimental research workshops. The work carried out in this direction will contribute to the preparation of the younger generation in accordance with the needs of the labour market.

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